

Section 5. Each remittance check is accompanied by a listing of the names and amounts withheld. The list will also include the names of those employees for whom allotments have been permanently or temporarily stopped and the reason therefore, e.g., movement out of the unit, separation, LWOP, insufficient income during pay period, loss of membership in the Union.

Section 6. The Union may authorize a multiple dues structure for its members. The amount of the dues allotment may be changed no more than twice a calendar year.

Section 7. An allotment shall be terminated when the employee leaves the unit as a result of any type of separation, transfer or other personnel action (except detail); upon loss of exclusive recognition by the Union; when the Agreement providing dues withholding is suspended or terminated by an appropriate authority outside of the Department of Defense; or when the employee has been suspended or expelled from the Union.

Section 8. The Union will promptly notify the servicing Customer Service Representative (CSR) Office, in writing, when a member of the Union is suspended, expelled or ceases to be a member in good standing. Upon receipt of such notice the Customer Service Representative (CSR) Office will terminate the allotment as of the next complete pay period.

Section 9. Allotments are automatically stopped beginning the first pay period after the FLRA determines that the Union is no longer eligible for exclusive recognition.

Section 10. An employee may voluntarily revoke his/her allotment for the payment of dues at any time by completing an SF 1188, "Cancellation of Payroll Deductions for Labor Organization Dues," and submitting it directly to the Union Office. The Union will indicate receipt and acknowledgement and forward the SF 1188 to the servicing Customer Service Representative (CSR) Office within one pay period. Revocation will be effective with the first pay period beginning on or after the employee's anniversary date of authorizing the allotment, provided the revocation is received in the Customer Service Representative (CSR) Office prior to the anniversary date. Dues allotment may not be revoked for a period of one year. The Customer Service Representative (CSR) Office will provide appropriate notification of the revocation to the Union. The carbon copy of SF 1188, when completed by the employee, will be used for this purpose. Local F-53 will inform the employees of the voluntary nature of dues withholding and of the conditions governing a member's cancellation of dues withholding.

Section 11. The Union is responsible for informing and educating its members concerning the program for the allotment of dues and the uses and availability of SF 1187's and SF 1188's.

ARTICLE 19

SAFETY/HEALTH

Section 1. The Employer and Union agree that safety is a concern of the highest regard. We will comply with the policies and procedures that support those concerns. The Employer agrees to make every reasonable effort to provide and maintain safe working conditions and facilities.

Section 2. A Safety Committee will consist of a Chairman appointed by the Employer and four (4) representatives. The Union and Employer will appoint two representatives each. Base Safety and Bioenvironmental representatives will also be invited to the Committee meetings. The Safety Committee will meet biannually to review agenda items.

Section 3. The Employer agrees to provide clothing and equipment commensurate with the hazards of job assignments. The clothing and equipment will be consistent with prescribed regulatory authority and maintained in a sanitary and serviceable condition.

Section 4. Commanders may prescribe standards of appearance to ensure all employees meet safety requirements.

Section 5. Firefighters may wear mustaches but otherwise must remain clean-shaven. The mustache must not interfere with the seal of the self-contained breathing apparatus.

Section 6. Hair styles must not interfere with wearing personal protective equipment or the uniform hat.

Section 7. The Employer agrees to provide reasonable space and equipment to support a physical conditioning program. The Union agrees that all GS-081 whose position description requires participation in fire fighting operations, will participate in a physical conditioning program. Before implementation of the new DOD Program, specific policies (if applicable) and procedures that comply with the physical fitness program will be negotiated between the parties.

Section 8. When firefighters are injured on duty, during training or emergencies an investigation will be accomplished by the authority with jurisdiction. Copies of reports may be obtained by a firefighter or his/her representative by written request to the proper authorities.

Section 9. Medical Surveillance for Exposure. Any employee who becomes ill or develops symptoms due to possible exposure involving hazardous substances from an emergency response or hazardous waste operation shall be provided a medical examination

within 24 hours. Consultations may be provided if recommended by attending physician and authorized under Workers' Compensation.

Section 10. Unit employees assigned to positions directly involving fire fighting duties are required to undergo an annual physical examination to determine fitness for continued performance of the duties of the position.

Section 11. Physical examinations will be conducted by USAF Hospital personnel unless the employee is examined in accordance with Section 13 of this article.

Section 12. An employee who does not wish to be examined by USAF Hospital personnel may have the examination conducted by a private physician. The employee will bear all expenses of such an examination. The employee is responsible for ensuring that the examining physician properly completes forms provided in Section 13 of this article.

Section 13. An employee examined by a private physician under this section will be given appropriate Air Force and/or Office of Personnel Management forms which must be completed by the examining physician and returned to the Occupational Medicine Office for review, evaluation, and maintenance. Final determination regarding physical and medical eligibility to perform firefighting duties will be the responsibility of the Chief, Aerospace Medicine, or his designated representative. If the Chief of Aerospace Medicine,

after review and evaluation of the physical examination report, determines the employee is physically disqualified to perform fire fighting duties, he will recommend removal from such duties.

Section 14. An employee who is examined by a private physician under Section 12 of this article will use sick leave, annual leave, or leave without pay if otherwise in an active duty status.

ARTICLE 20

SENIORITY

Section 1. Seniority for the purpose of this agreement is based on date of assignment to current position.

Section 2. In the event of a tie in seniority, the tie will be broken by date of assignment to EAFB Fire Department.

Section 3. The Employer agrees to provide to the Secretary of the Union five (5) copies of the Employee's seniority dates, as defined in Section 1, as needed.

Section 4. The Union agrees to update the seniority listing throughout the year as needed.

ARTICLE 21

STATION AND SHIFT ASSIGNMENTS

Section 1. Employees may request and be considered for vacant positions, station and shift assignments as determined by Article 20, Seniority.

Section 2. Requests for station and shift assignments will be submitted to the Assistant Fire Chief in October of each year. Considerations for reassignment will be based on the following factors: employee qualifications, mission requirements and training needs. These reassignments will be effective in April of the following year. If the requested reassignment cannot be honored an explanation will be given writing.

ARTICLE 22

UNIFORMS

Section 1. Station Uniforms must meet the requirements as set forth in the Air Force Instructions with the following exceptions:

a. Operations personnel must wear dark blue/navy cotton T-Shirts with the authorized identifying logo on the front (over the left breast) and the Edwards Fire Dept lettering on the back. These T-Shirts may be worn

as an outer garment from 1 May through 31 Oct only, except when entering installation facilities. The Pullover, with the same logo over the left breast and first initial and last name over right breast, may be worn 1 Nov through 30 Apr as an outer garment, except when entering installation facilities.

b. Air Crew Style name plate is deleted.

c. Safety shoes/boots must be worn by Operations personnel.

d. Belts must be black leather.

Section 2. Acceptable appearance of uniform items will be determined by the Employer. Employees will be required to replace uniform items within two working tours after being notified by the Employer that an item does not meet appearance standards. The Employer will consider extending the time limit for circumstances beyond the employee's control. If a disagreement arises concerning the need to replace an item, the Union will be consulted prior to the Employer making a final decision.

Section 3. Employees will receive uniform allowance in accordance with applicable laws and regulations. The uniform allowance will be paid annually.

ARTICLE 23

NEGOTIATED GRIEVANCE PROCEDURES

Section 1. The purpose of this article is to establish procedures for the resolution of grievances. The Employer and the Union agree that grievances should be settled in an orderly, prompt and equitable manner which will maintain the self-respect of the employee and be consistent with the principles of good management. Every effort will be made by the Employer and Union to settle grievances quickly and at the lowest possible level of supervision. Employees will be unimpeded and free from restraint, interference, coercion, discrimination, or reprisal in seeking appropriate adjustment of their grievances. The initiation of a grievance in good faith, by an employee will not cast any reflection on the employee's loyalty to the Employer.

Section 2. A grievance means any complaint by any unit employee concerning any matter relating to the employment of the employee; a complaint by the Union concerning any matter relating to the employment of any unit employee; or a complaint by any unit employee, the Union, or the Employer concerning the effect or interpretation or claim of breach of this agreement; or any claimed violation, misinterpretation, or misapplication of any law, rule, or regulation affecting conditions of employment.

Section 3. These negotiated procedures shall be the only procedures available to the Union and bargaining unit employees for resolving such grievances, except as provided in Section 6 of this article.

Section 4. An employee has the right to present and process a grievance under this procedure on his/her own behalf. In such cases, the Union has the right to have a Union representative present on official time during the grievance proceedings.

Section 5. The negotiated grievance procedures will not be available to resolve a grievance concerning: any claimed violation of rules on political activities, retirement, life insurance, or health insurance; a suspension or removal under 5 USC 7532; any examination, certification, or appointment relating to initial employment; the classification of any position which does not result in the reduction in grade or basic pay of an employee; the removal of a probationary employee or other employee in a similar testing period; the removal of an employee on a time limited appointment; non-selection for promotion from a group of properly ranked and certified candidates; or any allegation of discrimination.

Section 6. An aggrieved employee affected by a removal or reduction in grade based on unacceptable performance, or an adverse action under 5 USC 7512, may raise the matter under a statutory appellate procedure or the negotiated grievance procedure, but

not both. For the purpose of this section and pursuant to 5 USC 7121, an employee shall be deemed to have exercised this option when the employee files a timely notice of appeal under the appellate procedure or files a timely grievance in writing under the negotiated grievance procedure.

Section 7. Any grievance which involves an adverse action under 5 USC 7512, a removal or reduction in grade under 5 USC 4303, a suspension under 5 USC 7502, or a reprimand under AFI 36-704 shall be presented in writing, by the affected employee and/or the union representative, to the management official next in line in the chain of command above the management official who made the final decision on the action being grieved. Such grievance must be presented within fifteen (15) calendar days of the date of the notice of final decision or, in the case of a reprimand, the date of the reprimand. The management official to whom the grievance is presented will provide the employee a written decision on the grievance within fifteen (15) calendar days. If the matter is not resolved to the satisfaction of the employee, the Union may invoke arbitration.

Section 8. Prior to submitting a grievance, an employee will seek informal resolution of personal dissatisfaction through discussions with appropriate supervisors and/or staff offices such as Civilian Personnel and Civilian Payroll. If a representative is to be used, the employee will designate the representative in writing and provide

this designation to whomever is then considering the matter. Except as provided in Section 7 and 11, unit employees will adhere to the following procedures for resolution of their grievances:

Step 1. If unable to informally resolve a complaint or dissatisfaction, the affected employee or an official of the union, acting in behalf of the employee, may orally submit a grievance to both the immediate supervisor and the Assistant Fire Chief in charge of the shift to which the grievant is assigned. The grievance must be submitted within ten (10) calendar days of the occurrence of the act or event grieved. The immediate supervisor and Assistant Fire Chief will orally respond to the grievance within ten (10) calendar days after receipt.

Step 2. If the grievance is not resolved in Step 1, the affected employee or the union representative may, within seven (7) calendar days of receipt of the Step 1 decision, submit the grievance, in writing, to the Chief, Fire Protection Division, or in his absence, the Deputy Chief. The written grievance must include:

- (1) the name and phone number of the grievant, and if applicable, his/her representative;
- (2) the basis for the grievance;
- (3) the date of the occurrence of the act or event being grieved;

(4) the personal remedy being sought.

(5) the name of the person to whom the grievance was orally presented at Step 1 and the date the oral grievance was presented.

(6) a summary of the oral response given at Step 1 and the date of that oral response.

The Fire Chief, Deputy Chief (or Deputy Chief of Operations) will provide the grievant or the Union a written response within fifteen (15) calendar days after receipt of the grievance.

Step 3. If the grievance is not resolved in Step 2, it may be submitted in writing to the Commander of the 95th Civil Engineering Group. Such grievance must be addressed to the "Commander, 95th Civil Engineering Group, Attention: Labor Relations Officer" and be sent to the Labor Relations Officer within seven (7) calendar days after receipt of the Step 2 decision or, if management's reply time expired without a decision being rendered, within seven (7) calendar days of the expiration of management's reply time. The Step 3 grievance must contain the same information required at Step 2 and any written response(s) given the employee at Step 2. The AFFTC Labor Relations Officer will forward the grievance to the Commander of the 95th Civil Engineering Group, or his or her designee if appropriate, within seven (7) calendar days of its receipt. The Commander or designee will review the

grievance, consult with the Labor Relations Officer, other management officials, and union representatives as appropriate, and respond in writing to the grievance within fifteen (15) calendar days after its receipt. The Commander or designee must send a copy of the response to the Labor Relations Officer. This response constitutes the final agency decision on the matter being grieved.

Step 4. If the grievance is not resolved in Step 3 the Union may invoke arbitration in accordance with Article 25 of this agreement. Any decision rendered under Step 3 that is not referred to arbitration is final.

Section 9. Reasonable time during working hours will be allowed for employees and recognized Union representatives to discuss, prepare, and present grievances, including attendance at meetings with officials of the Employer.

Section 10. The Employer shall, upon request, provide the Union representative with necessary pertinent information from official records to aid in resolving specific grievances in compliance with 5 USC 7114(b)(4).

Section 11. Grievances with unit-wide impact may be submitted in writing by the Union, directly to the Labor Relations Officer. A grievance filed under this section must be submitted within fifteen (15) calendar days of the occurrence of the act or event grieved, or fifteen

(15) calendar days after the affected employees or the Union became aware of the act or event. The Labor Relations Officer will provide the Union a written response to the grievance within fifteen (15) calendar days after receipt. If the grievance is not resolved the Union may invoke arbitration in accordance with Article 25 of this agreement.

Section 12. An Employer initiated grievance will be submitted in writing to the Union within fifteen (15) calendar days of the occurrence of the act or event grieved, or fifteen (15) calendar days after the Employer became aware of the act or event. The Union will provide the Employer a written decision of the grievance within fifteen (15) calendar days. If the grievance is not resolved, the Employer may invoke arbitration in accordance with Article 25 of this agreement.

Section 13. Questions that cannot be resolved by the Employer or the Union as to whether or not a particular grievance is subject to the negotiated grievance procedure or the arbitration procedure shall be referred to an arbitrator for determination. Such disputes on grievability or arbitrability may be referred to arbitration as a threshold issue in the related grievance.

Section 14. The time limits stated throughout this Article may only be waived with the mutual consent of the Union and the Employer. Such consent must be confirmed in writing.

ARTICLE 24

ARBITRATION

Section 1. If the Employer and the Union fail to settle any grievance processed under the negotiated grievance procedure such grievance, upon written request by either the Employer or the Union within twenty (20) calendar days after issuance of the final decision, shall be submitted to arbitration.

Section 2. Within ten (10) calendar days from the date of the request for arbitration, the parties shall request the Federal Mediation and Conciliation Service (FMCS) to provide a list of seven (7) impartial persons qualified to act as arbitrators. If mutually agreeable, the list may be obtained from a computerized database, instead. The parties shall meet within seven (7) calendar days after receipt of the list to select the arbitrator. If they cannot mutually agree upon one of the listed arbitrators, the Employer and the Union will each strike an arbitrator's name from the list and will then repeat this procedure until one person remains who shall be the duly selected arbitrator.

Section 3. The Federal Mediation and Conciliation Service shall be empowered to make a direct designation of an arbitrator to hear the case in the event either party refuses to participate in the selection of an arbitrator; or upon inaction or undue delay on the part of either party.

Section 4. If the parties fail to agree on a joint submission of the issue for arbitration, each shall submit a separate submission and the arbitrator shall determine the issue or issues to be heard.

Section 5. The arbitrator's fee and the expenses of the arbitration, shall be borne equally by the Employer and the Union. The arbitration hearing will be held, if possible, on the Employer's premises during the regular day shift hours. Bargaining unit employees participating in the hearing shall be on official time if otherwise in a duty status.

Section 6. The arbitrator will be requested to render a decision as soon as possible after conclusion of the hearing. The arbitrator shall neither add to, subtract from, change nor modify the provisions of this agreement.

Section 7. Absent a negative arbitrator's decision upon the arbitrability of a grievance, the arbitrator shall hear arguments regarding both the arbitrability and the merits of the case at the same hearing. However, the parties may mutually agree otherwise in instances such as highly complex cases which would involve several days of hearings.

Section 8. Pursuant to 5 USC 5596 the arbitrator shall have authority to award reasonable attorney fees in accordance with standards established under 5 USC 7701.

ARTICLE 25

UNFAIR LABOR PRACTICES

Section 1. Unfair labor practices are those prohibited management and union activities described in 5 USC 7116. The Employer and the Union agree to attempt expeditious resolution of alleged unfair labor practices prior to filing a formal charge with the Federal Labor Relations Authority (FLRA). Procedures described in Section 2 and 3 will be followed in attempting informal resolution.

Section 2. A charge by the Union that the Employer committed an unfair labor practice will be submitted in writing to the Labor Relations Officer. The letter will include a concise statement of the charge; sufficient detail to identify and clarify the basis of the charge; a statement of the specific provision of 5 USC 7116(a) allegedly violated; and the remedy sought. The Employer will have fifteen (15) calendar days to attempt resolution of the charge and/or to submit a written response. If the charge is not resolved to the satisfaction of the Union during the fifteen (15) calendar days allotted the Union may file formal charges with the FLRA.

Section 3. A charge by the Employer that the Union committed an unfair labor practice, except alleged violations of 5 USC 7116(b)(7) will be submitted in writing to the ranking Union officer on duty at Edwards

AFB. The letter will include a concise statement of the charges; a statement of the specific provision of 5 USC 7116(b) allegedly violated; sufficient detail to identify and clarify the basis of the charge, and the remedy sought. The Union will have fifteen (15) calendar days to attempt resolution of the charge and/or to submit a written response. If the charge is not resolved to the satisfaction of the Employer during the fifteen (15) calendar days allotted, the Employer may file formal charges with the FLRA.

Section 4. Formal unfair labor practice charges submitted to the FLRA will be filed in accordance with rules and regulations promulgated by the FLRA. The Employer and the Union recognize that informal resolution procedures prescribed in Sections 2 and 3 of this Article do not serve to extend time limits established by the FLRA for filing charges

ARTICLE 26

MISCELLANEOUS PROVISIONS

Section 1. The Employer shall assure that management officials and supervisory personnel receive orientation on the Agreement. The Union may purchase extra copies of the Agreement from the Employer.

Section 2. The Employer agrees to provide firefighters in Operations Section with Linen exchange once each 72 hour tour of duty.

Section 3. The Employer agrees that certain parts of the area immediately behind (north of) Fire Station One may be used to park employees' privately owned vehicles.

Section 4. Office space will be provided to the Union in Station One. The Employer will try to obtain a facsimile phone line (union purchases own facsimile equipment) for use by Local F-53 Officers and Board Members. Currently, Local F-53 Officers and Board Members may use the facsimile at the Fire Dept Building 3760.

Section 5. The Employer will provide approximately the same total amount of bulletin board space as is currently being provided for the exclusive posting of Union bulletins and notices. Notices and bulletins will be removed from the bulletin boards as soon as their purpose has been served. The Union agrees that literature in violation of any law or which contains libelous or scurrilous matter will not be posted. Posting of such literature will be grounds for revocation of this privilege.

Section 6. On a periodic basis the Union President and a management official at the Assistant Chief level or higher will visit each station. The purpose of the visits will be to jointly identify and resolve problems of mutual concern.

Section 7. The Employer agrees to extend the maintenance consideration to living conditions in the fire stations as is extended to other living quarters on the base. If installed utilities affecting personal hygiene within the fire stations cannot be adequately repaired within a reasonable time period, alternate facilities will be provided.

Section 8. Two flightline car passes will be authorized to Local F-53 for the performance of representational duties only.

Section 9. We fully support attendance at Labor and Management seminars. Local F-53 will request use of official time (up to 1 hour for each voting union member per CY) and used by whomever the union selects to attend subject to workload requirements.

ARTICLE 27

DURATION OF AGREEMENT

Section 1. The effective date of this agreement will be the date of its approval by the Department of Defense or thirty-one (31) days after execution, whichever is earlier. It will remain in full force and effect from that date until its termination date, which will be three (3) years less one (1) day from the date of its execution. It shall be automatically renewed for successive periods of one (1) year, unless either party gives written notice to the other of its desire to reopen, modify, or terminate the agreement. This written notice must be given not more than one hundred and five (105) calendar days and not less than sixty (60) calendar days preceding the expiration of this agreement. Both parties agree to an exchange of letters designating negotiating committee members, proposed ground rules, proposed changes in articles and sections, and any proposed new articles and sections at a mutually agreed upon date of not more than twenty eight (28) calendar days after the date of this written notice. Negotiations on the proposed ground rules, proposed changes in articles and sections, and any proposed new articles and sections shall commence as soon as possible but not later than fifteen (15) calendar days after this mutual exchange of proposals.

Section 2. This Agreement shall be brought into conformance with current published Air Force policy and regulations at the time it is renegotiated, renewed, or extended.

Section 3. When renegotiation is in process, but will not be completed by the expiration date of this Agreement, the Agreement will be extended through the day prior to the effective date of the new Agreement.

UNION/EMPLOYEE OFFICIAL TIME PERMIT				DATE	
NAME AND OFFICIAL TITLE (Typed or Printed)				DUTY PHONE	
				ORGN SYMBOL	
THE ABOVE NAMED EMPLOYEE IS AUTHORIZED OFFICIAL TIME TO GO TO _____ BUILDING/ORGANIZATION FOR THE FOLLOWING PURPOSE					
SIGNATURE OF AUTHORIZING OFFICIAL				DUTY PHONE	
				ORGN SYMBOL	
AMOUNT OF OFFICIAL TIME AUTHORIZED			TIME	SUPERVISOR INITIALS	AMOUNT OF OFFICIAL TIME USED
LEFT WORK					
RETURNED					
REMARKS					

AFMC Form 949, Nov 92

(EF Approved by HQ
AFMC/DPC/LRO)

REPLACES AFLC FORM 949,MAR79 WHICH IS OBSOLETE

COPY TO UNION REPRESENTATIVE

UNION/EMPLOYEE OFFICIAL TIME PERMIT				DATE	
NAME AND OFFICIAL TITLE (Typed or Printed)				DUTY PHONE	
				ORGN SYMBOL	
THE ABOVE NAMED EMPLOYEE IS AUTHORIZED OFFICIAL TIME TO GO TO _____ BUILDING/ORGANIZATION FOR THE FOLLOWING PURPOSE					
SIGNATURE OF AUTHORIZING OFFICIAL				DUTY PHONE	
				ORGN SYMBOL	
AMOUNT OF OFFICIAL TIME AUTHORIZED			TIME	SUPERVISOR INITIALS	AMOUNT OF OFFICIAL TIME USED
LEFT WORK					
RETURNED					
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COPY TO UNION REPRESENTATIVE

APPENDIX B

5 August 1998

MEMORANDUM FOR ALL FIRE PROTECTION PERSONNEL

FROM: 95 CEG/CEF

SUBJECT: DoD Certification Program

1. The DoD Certification Program is upon us. Effective 1 July 1999, all GS-081 series firefighters, supervisors and managers must be certified to the next higher level for promotion considerations. Effective this date, certification will become a requirement of qualification in lieu of a condition of employment. Failure to acquire certification to the next higher level will make you ineligible for promotion to that level.
2. As an example, a journeyman firefighter at Edwards that is certified as a Fire Fighter II, Airport Fire Fighter, Apparatus Driver and/or Operator for various types of equipment. To be eligible for promotion to Lead Firefighter (Crew Chief), the firefighter would have to be certified at those levels, plus Fire Officer I, Fire Instructor I and Fire Inspector I, to be eligible for promotion.
3. The following certification levels are required for the positions indicated, and individuals must be certified at these levels before being eligible for promotion to these levels and/or positions.

POSITION

CERTIFICATION LEVELS

Firefighter

Fire Fighter I and II
Airport Fire Fighter

Driver and/or Operator

Apparatus Driver and/or Operator for:
Pumper
ARFF
Aerials
Tillers

Lead Firefighter (Crew Chief)

Fire Officer I

Fire Instructor I

Fire Inspector I

Fire Inspector

Fire Inspector I and II

Fire Instructor I

Station Chief

Fire Officer II

Fire Instructor I

HAZMAT Incident Command

Assistant Chief (Operations)	Fire Officer III Fire Instructor II Fire Inspector II HAZMAT Incident Command
Assistant Chief (Training)	Fire Officer III Fire Instructor III Fire Inspector II HAZMAT Incident Command
Assistant Chief (Fire Prevention)	Fire Officer III Fire Inspector III Fire Instructor II HAZMAT Incident Command
Deputy Chief	Fire Officer IV Fire Instructor II Fire Inspector II HAZMAT Incident Command
Fire Chief	Fire Officer IV Fire Inspector II Fire Instructor II HAZMAT Incident Command

4. The purpose of this program is to enhance training processes, improve performances, and strengthen professionalism of all DoD fire and emergency services personnel. Measurements and quality control elements will be accomplished through the administration of standardized written exams and performance evaluations.

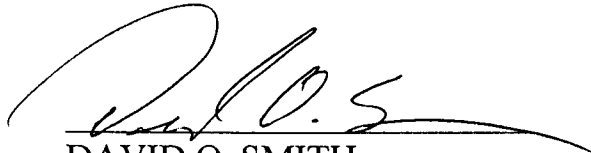
5. This notification of certification program implementation is a coordinated effort between Mr. David O. Smith, Local 53 IAFF Union President, Ms. Bridget Rasmussen, Labor Relations Officer, and Mr. Joe Ybarra, Chief, Fire Protection Division.

/s/
JOE YBARRA
Chief, Fire Protection Division

AUTHENTICATION

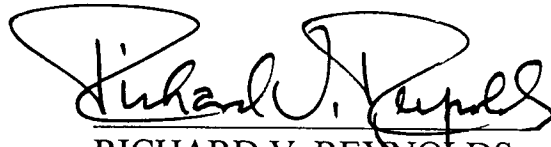
Date of Execution: 8 FEB 1999

For The Union:



DAVID O. SMITH
President, Local F-53
International Association of
Firefighters (AFL-CIO)

For The Employer:



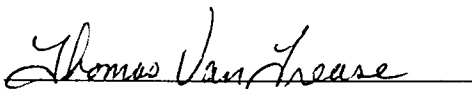
RICHARD V. REYNOLDS
Brigadier General, USAF
Commander



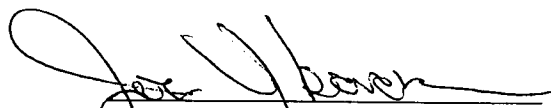
RODNEY TURNER
2nd Vice President, Local F-53
International Association of
Firefighters (AFL-CIO)



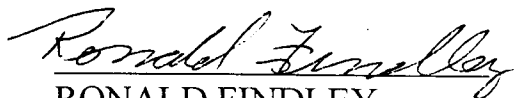
BRIDGET RASMUSSEN
Labor Relations Officer



THOMAS VAN TREASE
Secretary-Treasurer, Local F-53
International Association of
Firefighters (AFL-CIO)



JOE YBARRA
Fire Chief



RONALD FINDLEY
Assistant Fire Chief

Approved by the Department of Defense on Feb 11 1999 to be effective
Feb 11 1999 in accordance with Article 27.